

## Portland State University PDXScholar

---

Resource Archive

Strategic Planning, 2016-2020

---

10-5-2015

### Strategic Planning Development Team Meeting Notes 10/5/2015

Strategic Planning Development Team

Let us know how access to this document benefits you.

Follow this and additional works at: [http://pdxscholar.library.pdx.edu/strategicplan2020\\_resource](http://pdxscholar.library.pdx.edu/strategicplan2020_resource)



Part of the [Public Administration Commons](#)

---

#### Citation Details

Strategic Planning Development Team, "Strategic Planning Development Team Meeting Notes 10/5/2015" (2015). *Resource Archive*. 41.

[http://pdxscholar.library.pdx.edu/strategicplan2020\\_resource/41](http://pdxscholar.library.pdx.edu/strategicplan2020_resource/41)

This Minutes is brought to you for free and open access. It has been accepted for inclusion in Resource Archive by an authorized administrator of PDXScholar. For more information, please contact [pdxscholar@pdx.edu](mailto:pdxscholar@pdx.edu).

**Meeting of the Strategic Planning Development Team (SPDT)**  
**10/5/15**

**SPDT Attending:**

Pam Miller  
Lisa Zurk  
Carlos Crespo  
CeCe Ridder  
Susan Lindsay  
Mark Jones  
Sonja Taylor  
Michael Bowman  
Nicole Morris  
Jamal Green  
Gayle Thieman  
Rob Fullmer  
Erin Flynn  
Ralf Widenhorn  
Ethan Seltzer  
Sona Andrews  
Rayleen McMillan  
Steve Percy

**SPDT Absent:**

Nora Wendl  
Noor Delaughn  
Pat Wetzel  
Kim Cooper  
Darrell Brown  
Irving Levin  
Kelly Cowan  
Mathew Johnson  
Keva Miller  
Dilafruz Williams

**SPDT Staff:**

Lois Davis  
Harry Esteve  
Mark Wubbold  
Susy Munson

**Consultants:**

Matthew Landkamer  
Michelle Janke

**Guests:**

Kathi Ketcheson

\*\*\*\*\*

**Chair:** Call to order at 11:03 am.

**PM:** Housekeeping and overview of the agenda.

**Coraggio:** Concentrating on the new material highlighted in red, they discussed goals 3-5 in the current draft plan, picking up where they left off on 9/28. Since the Key Performance Indicators were to be a focus of the meeting, OIRP Director Kathi Ketcheson was invited to the table to participate in the discussion.

Goal 3 - Beginning with Initiative 3.3., there was concern that the language in the current draft does not provide support for students who may need accommodation. There was general consensus to add “accommodations” language to the initiative.

Initiative 3.2 is new to the plan and refers to the Portland Metropolitan Region’s 20/20 Economic Development Plan and PSU’s role in the plan. Some SPDT members expressed a concern that the initiative was too granular...but after discussing agreed to retain it as written.

Discussion of Internships and how to count and evaluate them. This evolved into a general discussion about KPIs. Even after the Goals and Initiatives are adopted, it is likely that in

implementation we might discover that the KPIs the SPDT has chosen are either inappropriate for assessing what it is they are intended to assess, or they are too difficult to track. In fact, it is likely that the units assigned to completing the tasks may have (or develop) better KPIs, in which case the plan should be flexible enough to allow changes or additions to the KPIs as deemed necessary. Also, each goal area is likely to have a committee that is already involved in working on the aims and measurements of the goal...in which case these committees may be able to assist in the development or refinement of new KPIs.

Discussion of KPIs naturally led to a discussion of implementation, the next step in the execution of the plan. Development of new KPIs could happen in implementation and we need to codify this in a new paragraph (perhaps in the process section). This also brings up the important question, who “owns” the plan. General consensus that the President is the owner and will facilitate the distribution of implementation tasks through his executive committee.

Goal 4 - Observation that the KPI for employee diversity should include staff as well, while the conversation continued about who/how KPIs would be selected.

Discussion on the changing nature of what it will mean to be a member of the “minority” in five years. Since minorities, will soon be the majority, the meaning of the word “minority” is shifting...so in the interest of clarity, the SPDT agreed to cut this word from the second paragraph.

Goal 5 - Suggested move of Initiative # 3 to goal #4.

Need to rework the “state funding” language. Although it is true that state funding as a percentage of PSU’s overall funding continues to decline, we don’t want to suggest that we have stopped trying to enhance the amount the state invests in higher education. For example, long term financial stability will require additional support from the state, as well as from the community. Suggestion to split the initiative into two new initiatives: a state and a local funding “investment” initiative.

Any reference to improving infrastructure in the plan should not be limited to facilities; it should include all infrastructures (I.T. and other systems, etc.) and should be part of our plan for resilience.

KPI- Add annual production of licenses and patents.

There was much discussion about the need for unit, as well as a comprehensive, emergency management plan for the university. We used to have continuity of operation (COOP) plans for most units that were relatively up to date. This is no longer the case.

**Coraggio** - In wrapping up, Coraggio opened the floor to any remaining issues. There was some discussion of goal #1 and the proper evaluation of faculty. Right now we don’t have a uniform evaluation for adjunct faculty.

The decision was made to change evaluative language in 1.4 to something like "Examine and strengthen our teaching evaluations for all faculty"

PM: Between now and when the SPDT turns the plan over to Wim for review in November, the Student and Faculty Senates will be seeing the revised version as well as the Equity Lens Panel, the Board of Trustees' sub committees and the general public at the Strategic Ice Cream and Sliders and Suds events.

Meeting ended at 1:07pm

The Next SPDT meeting will be held Nov. 9.